

# 2014 ANNUAL EEO PUBLIC FILE REPORT

## The KBOO Foundation

Stations: KBOO (FM-NCE), Portland, OR  
KBLU-FM (NCE), Pilot Rock, OR

Reporting Period: September 21, 2013 – September 20, 2014

No. of Full-time Employees: 5 – 10

During the Reporting Period, no full-time positions were filled.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Media Institute for Social Change Radio Intensive  
July 7-8, 2014  
Five student media interns, four hours per student.  
This two-day radio intensive took place at KBOO with students from around the United States. They produced 10 promotional segments, and learned basic digital editing skills and group critique process.

Clackamas Community College  
One student, April - June; 80 hours total  
The student trained in a variety of technical roles in the engineering department, including: operating mixing boards; microphone types and uses; on-site (remote) broadcast set-up, including the use of a tieline; use of field recording equipment; identifying correct adapters / mics / cables for the specific needs of the job.

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

Idealist.org  
KBOO is a member of the Idealist website. KBOO's organizational description is in the website's directory and KBOO provides information about KBOO related events and calls for volunteers.

Lane County Peace Symposium  
Eugene, Oregon; April 25, 2014  
The Co-Station Manager was keynote speaker at this event.

Portland State University, Graduate School of Social Work  
Community Organizing Class  
Portland, Oregon; spring 2014  
The Co-Station Manager was a guest speaker for this course.

Social Welfare Action Alliance Annual Conference  
Portland, Oregon; June 2014  
The Co-Station Manager was a Plenary Panel Guest Speaker at this conference.

KBOO actively engages the community and its audience through Facebook, Twitter and other social media, and through its website, in connection to the initiative. KBOO performs continuous outreach specifically to African American community members and artists through media co-sponsorships of public events.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

The Youth Advocate, who sits on certain hiring committees, organized many long-term off-site projects in Oregon over the past year, including Multnomah County Library Teen Council programs in Gresham, and the Midland, Holgate and Sellwood neighborhoods of Portland

The Youth Advocate lead a project at the Rosewood Initiative community organization, August 5-9, training six youth in interviewing and media literacy skills.

KBOO Radio has also hosted, in the past year, about 100 high-school and university students on multiple tours of the KBOO facilities. Many students learn recording and interviewing techniques.

All of these activities include a speech about the importance of communication, independent media and job opportunities in the field of broadcasting.

KBOO is creating a relationship with Portland African American Leadership Forum to serve as an educational and skill-development resource. The program also includes speaking engagements, lectures and media literacy workshops with African American high school students in Portland, Oregon.

*Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.*

Artist-in-Residence program, HB Lee Middle School, Portland, Oregon; May 2014

The Youth Advocate, who sits on certain hiring committees, participated in this program, recording 250 youth over a two-week period and discussing story formation, interview skills and media literacy.

Jefferson High School/Self-Enhancement Inc. Portland, Oregon; July 2014

The Co-Station Manager presented at a Portland African American Leadership Forum training, speaking about radio and connecting youth to KBOO broadcast and trainings.

Beats Lyrics Leaders

The Co-Station Manager works with this mentorship and training program, serving Native American youth from Portland, Warm Springs and the greater Northwest region. The program develops leadership, creativity, linguistic, creative writing, song writing, business administrative, entrepreneurial, studio engineering, communication and technical skills through hands-on music education. Youth from this program have appeared on a Native American KBOO program.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions*

Beloved Community Events

KBOO-hosted two-hour dialogues on various topics with a goal of understanding our important roles as members of the KBOO community and discuss, understand and support our agreements for how we will be together in that community.

April 19, 2014; general conflict-resolution training

July 20, 2014: training on Trauma-Informed Organizations

August 17, 2014: training on the Homeless Bill of Rights Campaign

KBOO offers volunteer orientations approximately 12 times per year with an average attendance of about 30 individuals. During the orientation we cover KBOO's history and organizational structure, how the work is organized into departments, and how to access information about available trainings, and station volunteer needs. We also cover community expectations, conflict resolution, and our program mission. Volunteer Coordinator then sets appointments with each attendee to assess how to best get them started volunteering in a role that they are able to fill, that fits with their schedule and that offers a path to building the skill set they desire for radio or office work.

KBOO offers free training courses that prepare community members both to volunteer at KBOO and also to pursue employment in radio broadcasting and production (as a number of our former volunteers have). 196 volunteers participated in at least one training class, and most took multiple classes. We have offered approximately the following number of training programs during the report period:  
12 Newsroom orientations, 12 Writing for Radio, 12 Interviewing techniques, 6 Field recording, 12 Digital editing, 18 Advanced digital editing tutorial, 24 Board Operator Trainings, 36 Intro to Audio/ Audio Production, 15 FCC/Legal training, 3 announcing and Voice classes.

The KBOO Youth Collective meets weekly, with attendance ranging between 4 and 15 youth 20 and under. New Youth Collective members are trained in digital editing by the Youth Advocate, and then are expected to produce content for the monthly hour-long youth collective public affairs show, The Underground. Further training opportunities include classes in basic production techniques, live-music mixing, advanced digital editing, writing for radio, interviewing skills, microphone technique, field recording and more, depending on the needs and wants of the Youth Collective Members. Their skills are used then on the Youth Collective's monthly public affairs and youth culture show, "The Underground," as well as our other monthly show, the

two-hour Youth Randomonium, where youth DJs broadcast music, including about 50% youth-produced music, and live performances of youth bands. We trained approximately 30 youth between September 2013 to August 2014.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities*

Grassroots Radio Conference

August 2014, Ames, Iowa

The Co-Station Manager attended this conference, where the station became a member of the GRC Hip Hop Radio Union, connecting KBOO to a national network of Hip Hop programmers and producers on LPFM and community radio stations.